

Faith Strategy

Draft Action Plan



The Faith Strategy Recommendations

Celebrate faith and diversity of faith organisations in the boroughthrough connecting faith communities both with each other and the council and the voluntary and community sector. We will help to promote the expression of faith through using existing opportunities within faith communities who are working together on cross cultural and faith celebrations including the boroughs participation in Inter-faith week and Peace Week

Improve the lives of Southwark residentsthrough embedding a culture and practice of 'faith navigators' to improve the signposting and referral to services. In increasing the knowledge and awareness of faith communities residents can be helped and supported more quickly and effectively without being directed to the wrong departments. The sharing of information and intelligence at a neighborhood level through joint working can also help to improve outcomes for residents and support for families especially those from migrant communities that faith communities are instrumental in providing support for

Support faith organisations and their approaches to supporting individuals who are a part of their congregations ...by finding out how we can better support faith communities' activities and projects. This could include the development of tailored learning programmes and raising awareness of council policies and procedures. The council can also work through an enabling role and increasing access to information, training and shared learning around safeguarding, equalities and funding avenues

Support the council in delivery of key pieces of work through identified areas of collaboration and co-production such as the outcomes from the Faith and Health Challenge and safeguarding concerns. This can be achieved through the activation of health and wellbeing champions around areas such as mental health, and sexual exploitation as well as improving the knowledge and awareness of good safeguarding practices. This also delivers an opportunity for faith communities to become more widely connected with wider groups such as the Clinical Commissioning Group (CCG), SLaM and colleagues working on serious youth violence, child criminal exploitation and child sexual exploitation



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Improve the way in which the council is able to reach significant numbers of its residents.... through faith leaders and their congregations. The strategy highlighted that some migrant community congregations had between 50 – 200 members and some Pentecostal congregations up to 100 and 200 or more members. The nature and function of many faith communities is often ‘mission focused’ where their values and aspirations include reaching anyone in their areas and particularly the most vulnerable and isolated. Faith communities are heavily involved in work around social action supporting families, BAME, migrant communities and those that are the poorest financially. Working with faith communities enables to the council to extend its engagement reach through these channels

Support social integration and community cohesion in our neighbourhoods.... through wider engagement at an early stage between faith communities and the council to mitigate any adverse community impacts. The Planning department has been working more closely with faith communities around regeneration proposals on the Old Kent Road and providing opportunities to both shape and connect plans. The New Approach to engagement commits the council to a reflective approach and to continue to identify lessons learned from previous regeneration projects. Faith communities have also played an active role in delivering reassurance messages in the aftermath of tragedy. Sometimes this involves actively being the ‘voice’ of an entire neighbourhood or the whole borough but more usually it is the steady quiet work of support at a micro level for families, the lonely, homeless and migrant communities.

Ensure that the council is aware of the challenges that their worshippers face... such as housing, debt, children/young people, food poverty, anti-social behaviour, educational achievement and homelessness. The strategy also highlights 3 key areas of challenge when working with the council around the areas of planning, parking and premises. Faith communities also said that they need support around increasing their levels of understanding around funding, project management, governance and how to better support families particularly asylum seekers and migrants. We will work with faith communities to develop a better understanding of council policies and procedure and work to develop more innovative solutions around sharing available space and exploring other community assets.

Organising with Southwark Faith Leaders two conferences a year for faith communities....that will allow participants to showcase their work and take advantage of networking opportunities. The first conference - had a focus on ‘youth violence working together for solutions’ was held on 25th September was attended by 120 people including 71 faith group leaders and 14 social action and migrant community groups, with links with Southwark faith groups.

Working with council departments using the feedback from the conference sessions to address the challenges faith organisations identified... The notes from the two workshops of the first conference have been shared with all participants and have been used to populate the faith action plan around the timescales and the responsibility of the delivery of key outcomes. Two members of the Steering Group attend a Task and Finish Group on serious youth violence led by the Cabinet Member for Community Safety and Public Health and the council will be commissioning the delivery of information workshops in faith settings for faith leaders their congregations and young people.

One of the questions that the panel was asked was about the council's response to homelessness. After the conference all participants received a summary of the 2018-2022 strategy and the progress on the updated Action Plan. A link to information on referrals, advice and support for housing needs with an offer for the councils team working on this area to attend the Faith Strategy Steering Group to support training and information needs.

Continue to talk and to grow the breadth and depth of our relationships with communities of faith so we continue to involve a wider network of faith organisations and diversity of faith groups....The faith strategy action plan will seek to implement key principles around asset based community development. This involves first promoting the knowledge and understanding of this approach and secondly mapping both needs and assets in order to co-ordinate resources more effectively. This approach will build and strengthen relationships around meeting common outcomes through goodwill and sharing. We will continue to extend our reach to those faith communities that have not previously engaged and work with those that have cited specific barriers around engagement. It is envisaged that through a more diverse steering group and progress against the delivery of the action plan will open the way to a wider network of relationships

Continuation of work with the Steering Group to deliver the strategy recommendations and monitor progress... We will continue to support the steering group through charring meetings and working with them to develop conference themes and discussions around progress of the work plan. Currently we are working on the diversification of the members of the steering group to include smaller and newer faith community leaders. While we received some interest at the faith conference we are adopting a much more intentional approach through targeting specific faith leaders

The objectives -

Our objectives have been developed from the faith strategy recommendations and will involve delivery through increased collaboration, shared values and asset based community development

- 1 Improve communication and involvement** through multi-channel communication and connectivity, building strong relationships and increased collaboration and co-production
- 2 Increase information and learning** through increased access to information and learning, sharing ideas, skills and expertise and exploring opportunities for Asset Based Community Development (ABCD)
- 3 Work with faith communities on activities and projects** through increased support in working together on key community challenges
- 4 Work to shape neighbourhoods and build community cohesion** through improving health & wellbeing, safeguarding, Community Harm and Exploitation and increasing engagement with regeneration proposals on the Old Kent Road

	Promote and celebrate faith communities expression	<p>Understanding and acknowledging different community perspectives and myth busting</p> <p>Opportunities to work together and celebrate the local projects and activities of the faith communities</p> <p>Cross cultural and cross faith celebrations</p> <p>Participation in Inter-faith week and Peace Week</p>	Ongoing activities	<p>Faith Strategy Steering Group</p> <p>Southwark Multi-Faith Forum</p>
Building strong relationships through increased trust and confidence	<p>Identify new faith communities and social action projects</p> <p>Identifying barriers and building bridges</p>	<p>Joint working and networking with newer faith groups and social action projects</p> <p>Identify opportunities for projects between the older and younger generations</p> <p><u>Internally within faith communities</u></p> <p>Faith communities to explore areas understanding and awareness in relation to LBS policy and procedures</p>	<p>Ongoing activities</p> <p>Ongoing activities</p>	<p>Faith Strategy Steering Group</p> <p>Faith Strategy Steering Group</p>

	<p>Building new confidence and trust</p>	<p>Faith communities to identify and agree on common vision and priorities</p> <p><u>Externally Addressing external barriers</u></p> <p>Improve understanding and awareness around equalities</p> <p>Improve co-ordination with LBS when working with faith communities</p> <p>Explore ways of linking and integrating the work of faith communities with the VCS</p> <p>Celebrate and raise awareness around the diversity of faith communities</p> <p>Facilitate workshops for engagement and conversation around:</p> <ul style="list-style-type: none"> • Navigating LBS planning and procedures • 'Living in Peace' community projects and cross-cultural mission • Arranging a host / guest premises. 	<p>September 2019 Conference</p> <p>Ongoing sharing of the strategy and recommendations with colleagues across the council</p> <p>April 2019</p> <p>Develop a programme of sessions by March 2020</p>	<p>Faith Strategy Steering Group</p> <p>Consultation and Involvement Team</p> <p>Community Southwark membership/Faith Strategy Steering Group</p> <p>Faith Strategy Steering Group</p>
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		<p>Visioning exercise for Southwark Multi-Faith Forum</p> <p>Conferences to raise awareness and address key challenges around planning and premises</p> <p>Identify and improve faith communities role in community cohesion and reassurance messages</p>	<p>February 2020</p> <p>September 2019</p> <p>June 2020</p> <p>June 2020</p>	<p>Consultation and Involvement Team/Community Southwark</p> <p>Consultation and Involvement Team</p> <p>Consultation and Involvement Team/Faith Strategy Steering Group</p>
Increased collaboration and co-production	<p>Working together to identify areas of joint working</p> <p>Working together to identify areas of collaboration to address key challenges in the community</p>	<p>Inter-faith Steering Group to identify and lead on conference themes</p> <p>Faith community to shape a new vision of working together with areas of interest and priorities</p> <p>Agree common vision, ways of working, action plan and progress on work streams</p> <p>Identify support and interventions around housing, debt, children/young people, food poverty, ASB, educational achievement and homelessness</p>	<p>September 2019</p> <p>June 2020</p> <p>Summer/Autumn 2019</p> <p>Summer 2019</p> <p>September 2019</p> <p>June 2020</p>	<p>Faith Strategy Steering Group</p>

2. Increase information and learning

Outcome	Activities	Outputs	Measures / Timeline	Responsibility
Increased access to information, sharing ideas, identifying learning and training needed	Provide information and training and signposting opportunities to share learning and best practice	<p>Two conferences a year</p> <p>Provide information about training and signposting</p> <p>Identifying two way learning opportunities</p>	September 2020	Faith Strategy Steering Group
	Improved training opportunities	<p>Identify new areas of interest for learning and projects</p> <p>Increasing understanding and awareness through workshops around:</p> <ul style="list-style-type: none"> • funding arrangements through workshops and bid writing • project management • management and governance • asylum seeker and migrant communities <p>Identify models of Good Practice and engagement</p> <p>Train Volunteer</p>	September 2020	<p>Working Group to be established</p> <p>Community Southwark</p>

	<p>Meet to discuss share and learn with faith community providing local insight into the issues</p>	<p>Faith groups theology course delivers health and social development programme</p> <p>Explore the role and impact of faith groups and interaction with secular life</p> <p>Disseminate learning from health and faith work and work jointly on conference outcomes</p>	<p>September 2020</p> <p>A mutual learning session to be delivered every 2 months</p>	<p>Working Group established</p>
<p>Understanding and exploring opportunities for Asset Based Community Development (ABCD)</p>	<p>Promote knowledge and understanding of ABCD</p> <p>Identify and map community assets</p>	<p>Increase awareness and understanding around ABCD</p> <p>Develop Good Practice examples</p> <p>Identify and map community assets around abilities, skills and strengths</p> <ul style="list-style-type: none"> • Individuals 	<p>Part of sharing the New Approach to Community Engagement by June 2020</p> <p>March 2021</p> <p>Internally as a council and potentially working with Community Southwark incorporating faith communities into this existing work.</p>	<p>Consultation and Involvement Team</p>

	<p>Promote volunteering</p>	<ul style="list-style-type: none"> • Associations • Organisations • Physical assets • Connections • Physical assets <p>Identify need and resourcing of community-based projects</p> <p>Train volunteer Champions/Ambassadors</p> <p>Embed a culture and practice of faith navigators towards council/VCS services</p> <p>Access volunteers for faith communities projects/activities</p> <p>Increase residents opportunities for social action in faith communities projects and activities</p>	<p>Ongoing</p>	<p>Community Southwark</p>
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3. Work with faith communities on activities and projects

Outcome	Activities	Outputs	Measures / Timeline	Responsibility
Increased support for faith communities activities and community projects	Identify and support key projects and activities in the community:	<p>Use the information and learning network to discuss and prioritise projects</p> <p>Council and partners to promote charity shops and faith based social action projects</p> <p>Increase support for families – working at a micro level to reach those that are isolated and migrant communities</p>	September 2020	Working Group to be established
Working together on key community challenges	Identify support requirements for project/activities	<p>Agree priority interventions around housing and debt (additional areas children/young people, food poverty, ASB, educational achievement and homelessness)</p> <p>Access to information and support for new migrants</p>	June 2020 conference	Consultation and Involvement Team

4. Work to shape neighbourhoods and build community cohesion

Outcome	Activities	Outputs	Measures / Timeline	Responsibility
<p>Improved Health & wellbeing and safeguarding</p> <p>Three priority health and wellbeing outcomes were identified through the Faith and Health Challenge (2019/20):</p> <ul style="list-style-type: none"> • Activating local residents and communities on health • Making healthier choices easier and the default • Helping people to engage and seek help early from a range of services 	<p>Increased levels of engagement on health across diverse faith communities through:</p> <ul style="list-style-type: none"> • A Health and Wellbeing Champions training programme • Supporting a programme of community health events • Reviewing health and wellbeing information resources for faith communities <p>Promoting increased knowledge and training of good safeguarding practices</p>	<p>Activating health and wellbeing champions:</p> <ul style="list-style-type: none"> • Use faith groups theology course to deliver health and social development programme • Support a culture of cohesion • Train health and wellbeing champions on key health issues for the community including mental health, child safeguarding, sexual exploitation/ FGM issues. <p>Making healthy choices easier:</p> <ul style="list-style-type: none"> • Promoting key messages around health and wellbeing • Supporting healthier environments inc faith settings 	<p>Champions programme delivered to faith leaders Jan-Apr 2019</p> <p>Review annually and develop model / scale up with support from partners such as GST Charity</p> <p>Health events programme planned with faith leaders and delivered for Spring/Summer 2020 (including Faith Conference on Health in June)</p>	<p>CCG</p> <p>CCG/LBS/Faith communities</p> <p>LBS/Faith communities/CCG</p>

		<p>Help people to seek help early</p> <ul style="list-style-type: none"> • Identify and document signposting and referral/reporting procedures including to health and wellbeing services inc mental health services, family therapy and safeguarding contacts • Health Information Fair at faith community premises <p>Ensure programmes link with :</p> <ul style="list-style-type: none"> • CCG social prescribing network • Local mental health strategies (CCG/Council /SLaM) • Local safeguarding procedures <p>Counselling, therapy and other health-related services</p>	<p>Health and wellbeing information resources collated and disseminated through faith network Spring – Summer 2020 and reviewed annually</p>	<p>LBS/CCG</p>
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<p>Working together on Community Harm and Exploitation (SYV, CCE and CSE)</p>	<p>Support for children parents and families</p>	<p>Explore and discuss the barriers and challenges for the faith community for identifying and referring</p>	<p>Deliver information/workshops in faith settings for congregations and leaders - Feb 20 – March 21</p>	<p>CHEH Manager/CSPS (CHEH is Community Harm and Exploitation Hub)</p>
		<p>Work directly with young people and identify areas of support</p>	<p>Above includes Young People</p>	<p>CHEH Manager/CSPS</p>
		<p>Identify and document signposting and referral/reporting procedures</p>	<p>See above</p>	<p>CHEH Manager/CSPS</p>
		<p>Mail contact with the faith groups; with follow up meetings as requested.</p>	<p>March 2020</p>	<p>LBS</p>
		<p>Jointly designed workshops, presentations, stalls, conferences, research projects and training sessions; for congregations and wider communities.</p>	<p>March 2021</p>	<p>LBS</p>
		<p>Working relationships have been built; the offer from the council will be one of permanent partnership, to ensure awareness levels do not drop down over time.</p>	<p>Ongoing</p>	<p>LBS</p>

<p>Engaging with regeneration proposals on the Old Kent Road</p>	<p>How can faith groups be involved in shaping the social regeneration charter</p>	<p>Faith communities to be invited and actively involved in discussions about new development</p> <p>LBS to work closely with local traders - important for a sense of community</p> <p>Faith communities to work with planning department around mitigation of negative community impacts</p> <p>LBS to ensure affordable housing commitments and make stronger commitments regarding public spaces and small developments</p> <p>Connecting shape, places and wellbeing/connecting Build trust and identify lessons from previous regeneration projects</p>	<p>Use of 231 Old Kent Road as a community space - ongoing</p> <p>Organised events, training programmes and workshops at local community space, 231 Old Kent Road - ongoing</p> <p>Old Kent Road Social Regeneration Charter to be adopted in Jan 2020</p> <p>Outputs would be reflected on at GLA Social Integration Design Lab(SIDL) Report and exhibition in January 2020</p> <p>Old Kent Road Area Action Plan Summer 2020</p>	<p>LBS</p> <p>Southwark Young Advisors</p>
<p>Engaging with key issues on housing</p>	<p>How can faith groups be involved in exploring key issues related to housing</p>	<p>Housing and faith seminar</p>	<p>February 2020</p>	<p>LBS</p>